

**PAUL S. BETTS**

**Email Address:** [bettsps@yahoo.com](mailto:bettsps@yahoo.com)

**Present Occupation:** Labor Arbitrator, Mediator

**Primary Business Address:**

PO Box 614  
Normal, IL 61761  
Phone: (309) 830-5951

**Second Business Address:**

617 E. Baldwin Lake Drive  
Greenville, MI 48838  
Phone: (309) 830-5951

**PROFESSIONAL AFFILIATIONS:**

Labor & Employment Relations Association  
Association for Conflict Resolution

Society for Human Resource Management  
Collaborative Solutions Institute

**EDUCATION:**

Master of Labor and Industrial Relations  
Bachelor of Science, Multidisciplinary Studies

Michigan State University, 1986  
Michigan State University, 1985

**ARBITRATION / LABOR RELATIONS EXPERIENCE:**

2000 – Present: **Labor Arbitrator, Mediator, Human Resources Consultant**

1987 – 2000: **Mitsubishi Motors Manufacturing of America (MMMA):** MMMA is a highly automated automotive manufacturing facility with 3300 union represented employees and 550 salaried staff.

1997 – 2000: **Human Resources Manager** (Labor Relations, Personnel Administration, Benefits Administration & Compensation)

1996 – 1997: **Labor Relations Manager**

1992 – 1996: **Labor Relations Branch Manager**

1989 – 1992: **Senior Labor Relations Representative**

1987 – 1989: **Labor Relations Representative**

1985 – 1987: **Labor Relations Specialist, City of Lansing, MI:** The City of Lansing is the State Capitol of Michigan and has a population of approximately 500,000.

**ARBITRATOR / MEDIATOR TRAINING:**

Workplace Mediator Training (40 Hours, through FMCS)

Labor Arbitrator Training (16 Hours, through FMCS & ACR)

Labor Arbitrator Training (40 Hours, through FMCS)

Circuit Court Mediation Training (40 Hours, through Collaborative Solutions Institute)

**INDUSTRIES:**

Aerospace, Airlines, Agriculture, Aluminum, Automotive, Bakery, Banking, Beverage, Building Products, Brewery, Broadcasting, Canning, Cement, Chemicals, Clothing, Coal, Communications, Construction, Dairy, Distillery, Education, Electrical Equipment/Appliances, Electronics, Entertainment/Arts, Federal Sector Grievance, Feed & Fertilizer, Food, Foundry, Furniture, Glass/Pottery, Grain Mill, Health Care, Hotels/Motels/Casinos/Resorts, Hospital/Nursing Home, Iron, Local Government, Lumber, Machinery, Manufacturing, Maritime, Meat Packing, Metal Fabrication, Mining, Nuclear Energy, Office Workers/Clerical, Organizations, Packaging, Paint & Varnish, Petroleum/Petrochemicals, Pharmaceuticals, Plastics, Plumbing, Police and Fire, Printing and Publishing, Prison Guard, Public Sector Grievance, Pulp and Paper, Railroads, Real Estate, Refrigeration/HVAC, Restaurants, Retail Stores, Rubber/Tire, Security, Shipbuilding/Dry Dock, Steel, Stone/Quarry, Textile, Tobacco, Transportation, Trucking and Storage, Upholstering, Utilities, Warehousing.

6/28/2007

## PAUL S. BETTS

### ISSUES:

Absenteeism, Affirmative Action, Arbitrability, Bargaining Unit Work, Benefits, Compensation, Conduct, Demotion, Discipline & Discharge, Discrimination, Drug/Alcohol, Hiring Practices, Holidays & Holiday Pay, Insubordination, Job Classification and Rates, Job Performance, Job Posting/Bidding, Layoffs/Bumping/Recall, Leave of Absence (including FMLA), Management Rights, Merit Pay, Overtime Pay, Past Practice, Performance Appraisals, Promotion, Retirement, Safety/Health Conditions, Scheduling of Work, Seniority, Severance Pay, Sexual Harassment, Subcontracting/Contracting Out, Vacation, Vacation Pay, Violence & Threats, Work Hours/Schedules/Assignments, Work Performance, Working Conditions/Work Orders.

### ARBITRATION ROSTERS / PANELS:

Federal Mediation and Conciliation Services  
State of IL Universities Civil Service Merit Board  
National Mediation Board

### MEDIATION ROSTERS:

McLean County Circuit Court (through CSI)

### PUBLISHED CASES:

Bureau of National Affairs, *Labor Arbitration Reports*, 120 LA 624

Commerce Clearing House, *Labor Arbitration Awards*, 05-1 ARB 3092, 05-2 ARB 3186, 05-2 ARB 3292, 05-2 ARB 3348, 07-1 ARB 3766

### FEES:

#### PER DIEM FEE: \$875.00

The per diem fee of \$875.00 is charged for each day of hearing and for research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

**Cancellation Policy:** A one-day per diem fee of \$875.00 is charged for cancellation or postponement of all hearing dates, unless notice of fourteen or more calendar days is given.

**Travel Time/Expenses:** There is no charge for travel time unless two or more hours are used to attend and return from the hearing collectively. If two or more hours are used, all travel time (including the first two hours) is prorated at the per diem fee of \$875.00. Charges are made for actual expenses, including airfare, car rental, food and lodging. Automobile mileage is charged at the applicable IRS expense rate.